

**NASHVILLE DISTRICT POLICY**  
**ON EQUAL EMPLOYMENT OPPORTUNITY**

The policy of the U.S. Army Corps of Engineers, Nashville District, is to (a) provide equal opportunity in employment for all persons; (b) prohibit discrimination in employment because of race, color, religion, sex, national origin, age, disability, or reprisal; and (c) promote the full realization of equal employment opportunity (EEO) through a continuing affirmative employment program.

One of the goals in our Nashville Business Plan is to develop and sustain the workforce. Equality of opportunity is essential to attracting, developing, and retaining the best and brightest talent to achieve our strategic mission. Therefore, I expect managers and supervisors to actively promote workplace practices that create a fair and level playing field--one that provides the opportunity for all workers to achieve their fullest potential.

Discrimination is against the law and will not be tolerated. I fully expect and rely on managers and supervisors to employ sound, equitable personnel management practices to help minimize employee/applicant dissatisfaction in employment matters and decisions. However, when EEO complaints do arise, I encourage individuals to air their concerns freely and without fear of reprisal. Managers and supervisors must be open to resolution of complaints at the earliest stages, as the management role in the complaint process is critical. Nashville District leaders are vital to our achievement of an effective EEO program.

We are a workforce with diverse backgrounds, experiences, attributes, and talents, all of which contribute to the successful accomplishment of our mission. We **all** share in the responsibility to create and maintain a positive work environment--free of prejudice or discrimination--where everyone is encouraged and allowed to perform to maximum capability.

//s//

BYRON G. JORNS  
LTC, EN  
Commanding

DISTRIBUTION:  
All Nashville District Employees